

# Youth Adviser Diocese of Newcastle



• **generous** • **engaged** • **open** •

Diocese of Newcastle

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Newcastle Diocesan Board of Finance. A Company Limited by Guarantee and a Registered Charity.

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# Youth Adviser

## Background to the Post

### Summary

To encourage, resource, nurture and support youth activities as part of the Children and Youth Work team which exists to support, advise and develop children and youth work in parishes and church communities across the diocese. Three days per week will also be based in a local church developing local youth work.

### Overview

This is an exciting opportunity for someone to work closely with those wanting to serve young people wherever they are across the Diocese of Newcastle, as well as to develop local work as a practitioner. This is a new structure for our diocesan Children and Youth Work team, based on a practitioner/adviser model where each member of the team spends part of the week as a locally based children's or youth worker, and part of the week on wider diocesan development and support. Our aim is to significantly increase the number of those aged under 18 actively involved in local churches, to see children and young people grow and flourish as disciples, and to be a blessing to young people in our communities.

You will be someone with a deep, lively and engaging faith who longs to enable the church to share the hope of Jesus Christ with young people. You will have significant experience of youth work within a faith setting coupled with a good understanding of statutory youth work as well as other voluntary settings. You will be able to work alongside parishes, clergy, youth work leaders and schools. You will be someone who can inspire and encourage others in this work, with a vision for how new work can be developed in places where there currently is none.

Our diocesan provision is currently being re-imagined. At present, there is a Children's Adviser in post (0.3FTE) who is also the Priest in Charge of three parishes to the west of Newcastle and a Team Leader who works across the Diocese for 3 days and with local parishes developing and

supporting children and youth work for 2 days. As part of our increased investment in this area of our work, we are also hoping to add more locally based children and youth missionaries.

This post is also part of a wider team led by the Director of Mission & Ministry which draws together new and existing roles, including: Children & Young People Advisers, Generous Giving, Lay Ministry Development Officer, Continuing Ministerial Formation Officer, Director of Ordinands, Director of Initial Ministerial Education (4-7), Pioneer Ministry, Spirituality Adviser, Community Missioners, and the Intern Programme. This team will work collaboratively across the diocese to provide formal and informal support, training and development, and resources to support parishes, clergy and the whole people of God as we move into the next stage of **growing church bringing hope**.

### **Diocesan Background**

Framed by the Rivers Tyne and Tweed the Diocese of Newcastle is the Church of England's most northerly diocese. This Diocese in the 'land of the Northern Saints' was formed in 1882 and comprises **172** parishes across **2,110** square miles. The Diocese covers the local authorities of Northumberland, Newcastle, North Tyneside and also small parts of County Durham and Cumbria. The **12** deaneries within **2** archdeaconries serve a population of **800,000** people across a variety of communities ranging from sparse rural to large inner city areas of deprivation.

As we await the appointment of a new Bishop of Newcastle, the diocese is led by the Bishop of Berwick, the Rt Revd Mark Wroe. The Diocese of Newcastle is committed to flourishing churches and communities and has developed a vision for **growing church bringing hope** as part of a response to the challenges faced by the church in our rural, urban and suburban settings. From the following three values:

- **Open** to God's transforming love
- **Generous** with God's transforming gifts
- **Engaged** in God's transforming work in the word

We have developed three priorities for our Next Steps for growing church bringing hope:

- **Bringing Good News:** *'The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor.'* (Luke 4.18)
- **Growing in Christ:** *'As you therefore have received Christ Jesus the Lord continue to live your lives in him, rooted and built up in him and established in the faith...'* (Colossians 2.6-7)
- **Living Faith Fully:** *'I came that they may have life, and have it abundantly.'* (John 10.10)

## **Employment**

The successful candidate will be employed by the Newcastle Diocesan Board of Finance.

## **Location**

This post will be located at Church House, St John's Terrace, Percy Main, North Shields NE29 6HS and in a local parish. The post holder will be required to travel extensively within the Diocese.

## **Accountability and key relationships**

Line manager:           Children and Youth Team Leader for Diocesan responsibilities.  
Priest in Charge for parish responsibilities.

Other key relationships are with:

Mission and Ministry Team  
Children and Youth Task Group  
Community Missioners  
Diocesan Board of Education  
Youth Workers

## Key Responsibilities

### Diocesan (0.4FTE)

- Contributing to the vision, values and priorities of Newcastle Diocese through active partnership and participation in the Mission & Ministry Team, and in partnership with the Children and Youth Task Group;
- Encouraging, resourcing, supporting and nurturing parishes and groups in Newcastle Diocese to undertake youth work and assist them with the development of new initiatives;
- Working closely with the Children and Youth Team Leader and Children's Development Officer to promote high quality activities for children, youth and families;
- Supporting the development of strategies for youth community engagement in parishes, promoting a collaborative approach with appropriate stakeholders including national organisations, the National Church of England, local charities and groups, other church denominations, schools etc;
- Working as part of the Children and Youth team to create high quality training and events that are relevant to our context and have been developed through listening and responding to local need;
- Advocating for young people at all levels of church and in all spaces;
- Encouraging parishes to engage meaningfully with young people;
- Developing spaces and opportunities for the voices of young people to be heard at Diocesan and parish levels;
- Developing leadership pathways for young people, using appropriate material such as the Growing Young Leaders Programme by CPAS, and working collaboratively with other groups and dioceses when appropriate;
- Build and maintain excellent working relationships with clergy and lay leaders;
- Seek out and share good practice of youth work from within the diocese and elsewhere and share it - collect and share stories;
- Work collaboratively with other departments, particularly the Board of Education and Safeguarding;
- Ensure good safeguarding ethos and practice is at the heart of all the work;
- Work collaboratively with colleagues in the region and nationally.

### **Local (0.6 FTE)**

- Working with a local parish to develop a strategy for youth engagement in that context by listening to all stakeholders including local young people, families, church and PCC;
- Recruiting, resourcing, supporting and nurturing volunteers for agreed projects;

Outcomes could include:

- Developing young people as leaders in their peer groups as well as in the parish setting, giving opportunities for personal development of their gifts and skills and for opportunities to step outside of their comfort zone and test themselves in a safe, supportive environment;
- Providing discipleship pathways for young people, their families and volunteers;
- Developing mentoring programmes in a local setting, with a view to encouraging mentoring across the Diocese;
- Providing strong safeguarding procedures for everyone by working with the Diocesan Safeguarding team. These will include, but are not limited to safer recruitment for volunteers and workers, regular training, 1:1 meetings and close regular management.

## Person Specification - Key Criteria

Key Criteria	Essential
Qualifications & Training	<ul style="list-style-type: none"> <li>• Due to the nature of this post, an Occupational Requirement exists for the post holder to be a practising Christian.<sup>1</sup></li> <li>• A degree level qualification in youth and community work or equivalent relevant experience in a paid or voluntary role.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of a range of youth work methodologies, particularly within the context of Christian communities;</li> <li>• Have a clear understanding and experience of handling Safeguarding and Child Protection issues;</li> <li>• Experience of working effectively in a team and on their own;</li> <li>• Experienced in developing and leading local Christian youth work;</li> <li>• Experience of working alongside different groups to achieve agreed goals;</li> <li>• Experienced in developing and leading discipleship programmes for young people.</li> </ul>
Knowledge & Skills	<ul style="list-style-type: none"> <li>• Demonstrate sound knowledge and understanding of a range of youth work methodologies, particularly within the context of Christian communities:</li> <li>• Knowledge of current trends, opportunities, and challenges within Christian youth ministry;</li> <li>• Demonstrate sensitivity to the needs of young people, both in a specific programme and in general terms;</li> <li>• Be adaptable to ideas and initiatives;</li> </ul>

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<sup>1</sup> Given the nature and context of the work it is an occupational requirement that the post holder should be a practising Christian in order to fulfil the main purpose of the post. This post is therefore exempt under Schedule 9 of the Equality Act 2010

## Person Specification - Key Criteria

	<ul style="list-style-type: none"> <li>• Demonstrate appropriate and effective styles of working with young people;</li> <li>• Ability to share their vision for young people clearly and with enthusiasm to different groups; Good social media and IT skills;</li> <li>• Excellent time management and an ability to manage competing demands</li> </ul>
<b>Personal</b>	<ul style="list-style-type: none"> <li>• Have a living Christian faith and the ability to communicate that faith with all age groups;</li> <li>• Ability to relate to, work with and value a wide range of people;</li> <li>• Commitment to personal and professional development;</li> <li>• Ability to demonstrate enthusiasm and resilience;</li> <li>• Self-motivated.</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• Ability to work flexible hours, including evening and weekend commitments;</li> <li>• Willing to travel across the Diocese to engage with parishes and other stakeholders;</li> </ul>
	<b>Desirable</b>
<b>Qualifications &amp; Training</b>	<ul style="list-style-type: none"> <li>• It would be an advantage for candidates to have one of the following:             <ul style="list-style-type: none"> <li>- JNC youth worker qualification;</li> <li>- Formal programme of theological study;</li> <li>- Mentoring or Coaching qualification;</li> </ul> </li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of different styles of worship.</li> </ul>
<b>Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>• Understanding of Church of England/diocesan structures, processes and purposes.</li> <li>• Knowledge of good practice and employment procedures in establishing Church based youth work posts.</li> </ul>



## **General Conditions**

### **Diversity**

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- values difference in others and respects the dignity and worth of each individual;
- reflects the diversity of the nation that the Church of England exists to serve;
- fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, customers and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

### **Standards of Behaviour and Conduct**

Employees are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

### **Health and Safety Responsibilities**

The Newcastle Diocesan Board of Finance takes Health and Safety at work very seriously and require their employees to familiarise themselves with, and follow, their policy.

<b>Salary</b>	Grade 5 - Salary: probationary period £27,173 pa; on completion of probationary period £28,603 pa.
<b>Pension Contributions</b>	<p>Employees will be automatically enrolled into the Church Workers Pension Fund (CWPF) Pension Builder Classic Scheme. The Newcastle Diocesan Board of Finance contributes 10% of pensionable salary as an employer contribution to the Scheme. This is a non-contributory Scheme and staff may voluntarily contribute to the Scheme if they wish to do so.</p> <p>Employees have a right to opt out of the Scheme after enrolment.</p>
<b>Hours of Duty</b>	<p>The post is offered as a full-time post.</p> <p>The post may require availability and attendance at evening and weekend meetings and events. Overtime is not paid but time off in lieu is provided. Lunch and any other breaks are unpaid.</p>
<b>Annual Leave</b>	The leave year runs from 1st January to 31st December. Full-time staff receive 25 days paid leave per leave year exclusive of 8 public holidays and 4 additional holidays approved by the Board.
<b>Contract</b>	<p>The employer is the Newcastle Diocesan Board of Finance.</p> <p>The post is subject to a six month probationary period.</p>

### **Application and Selection Process**

Closing date for receipt of applications: **12 noon on 29<sup>th</sup> June 2022**. The selection process, which will include an interview and presentation, is scheduled for **11<sup>th</sup> July 2022**

You should e-mail your completed application form to [recruitment@newcastle.anglican.org](mailto:recruitment@newcastle.anglican.org).